



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: M. Zane Lumbley

Current profession: Arbitrator, Mediator, Factfinder

Business address: 14751 N Kelsey Street, Suite 105, PMB 106

City/State: Monroe, Washington Zip: 98272

Washington: (360) 568-9393
Texas: (512) 557-6300
Facsimile: (979) 836-2669
Email: zululima@msn.com

Information updated: 2/2016

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator: 2000+
As mediator: 30

As interest arbitrator: 40
As factfinder: 12

Employment with impartial labor relations administrative agencies:

National Labor Relations Board From: 10/70 To: 4/80
Capacity or position: Field Examiner, GS-9 to GS-13

Brief description of industries and issues dealt with:

Industries: Aerospace, aluminum, atomic energy, automotive, baking, beverage, broadcasting, canning, cement, chemicals, cities, clothing, communications, community colleges, construction, counties, dairy products, education, electrical equipment, entertainment, extractive industries, feed and fertilizer, fire protection, food processing, foundry, furniture, gas and electric power, grocery, health care, heating and ventilation, hotels, household goods moving/storage, instruments and scientific controls, iron and products, law enforcement, lumber, machinery, mail and mailing, manufacturing, maritime, meat packing, metal fabrication, military, newspaper, non-ferrous metals, nuclear power plants, organizations (union, clubs), packaging and container, petroleum, pharmaceutical, plastics, plumbing fixtures, printing and publishing, prisons, public sector (federal, state and local), pulp and paper products, restaurants, retail and chain stores, school districts, seafood processing, service industries, ship building and drydock, steel, textile, transportation, travel, trucking and storage, upholstering, warehousing.

Issues: ADA, agency fee objections, alcohol and drugs, apprenticeship, arbitrability, assignment of work, back pay, bumping, conduct unbecoming, contract reformation,

disability, discharge and discipline, discrimination (age, race, sex, and union/EEO activities), education issues, employment disputes, evaluations, excessive force, expedited cases, factfinding, firearms offenses, fringe benefits, grooming standards, interest arbitration, internet abuse, involuntary transfer, job bidding, job classification, layoff and recall, management rights, mediation, pension disputes, performance appraisals, plant closure, polygraph use, premium pay, prison custody/segregation, promotion, seniority, severance pay, sexual harassment, statutory rights, subcontracting, superseniority, teacher tenure, training, unilateral change, union security, unit work, and wages.

EDUCATIONAL BACKGROUND:

BBA, Finance and Accounting, University of Texas at Austin, 1966

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

National Academy of Arbitrators, Member since: 2015
American Arbitration Association, Member since: 1983

AVAILABILITY:

Grievance arbitration, Interest arbitration, Factfinding.
No constraints on availability.

CURRENT FEES:

Hourly or per diem rate: \$1500 per day. Study time: \$200 per hour.

Cancellation fee: \$1500 per scheduled day thirty or fewer days prior to commencement of hearing; \$750 per scheduled day more than thirty days prior to commencement.

Postponement fee: \$ 1500 per scheduled hearing day seven or fewer days prior to commencement of hearing; \$ 750 per scheduled hearing day between eight and thirty days prior to commencement of hearing. No charge for postponements more than thirty days prior to commencement of hearing. If agreement on a new date is not reached within thirty days of the original hearing date, all postponements become cancellations and will be billed according to the cancellation policy.

Travel/subsistence fees: At prorated per diem rate. Travel expenses in cases requiring air travel will be billed at the conclusion of the hearing.

Other fees charged: A 1% discount is allowed on statements paid within ten days of issuance. A service charge of 1% per month is applied to all account balances thirty days old or older. Parties will be billed in proportions they request but are considered jointly and severally liable.

Expenses charged: Ground transportation, fully refundable coach airfare (first class if coach is unavailable), airline change fees (in the event of postponement or cancellation), lodging, meals, secretarial at \$20.00 per hour, copying, telephone, facsimile, postage and other expenses incurred.